

ENHANCING HR CAPABILITIES WITH ARTIFICIAL INTELLIGENCE: A STRATEGIC TRAINING



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TRAINING CENTER



Introduction

Enhancing HR Capabilities with Artificial Intelligence: A Strategic Training Course prepares HR professionals to integrate intelligent technologies into everyday people-management practices. Artificial intelligence now reshapes recruitment, performance management, and workforce planning at a rapid pace. Consequently, HR teams must understand how to apply these tools responsibly and effectively. This course explores practical AI applications, including predictive analytics, chatbots, and machine learning models, alongside ethical considerations such as data privacy and algorithmic bias. Furthermore, participants examine real-world case studies demonstrating successful AI adoption within HR functions. As a result, attendees gain the confidence to lead digital transformation initiatives. Gentex Training Center designed this program to bridge the gap between traditional HR practices and emerging technology.

Enhancing HR Capabilities with Artificial Intelligence Course Objectives

- Explain how artificial intelligence transforms core HR functions
- Apply predictive analytics to workforce planning and retention
- Use AI-powered tools for candidate screening and shortlisting
- Evaluate chatbots and virtual assistants for employee support
- Identify ethical risks, including algorithmic bias and data privacy
- Apply machine learning concepts to performance management systems
- Build a roadmap for AI adoption within an HR department
- Assess AI vendors and platforms using structured evaluation criteria
- Interpret people-analytics dashboards to guide decision-making
- Align AI initiatives with GDPR and data protection standards



Course Methodology

- Interactive workshops combining AI theory with HR case studies
- Live demonstrations of AI-powered HR software and dashboards
- Group exercises analyzing real recruitment and retention data
- Role-play scenarios addressing ethical dilemmas in AI use
- Practical templates for building an AI adoption roadmap
- Short lectures introducing key concepts and terminology

Who Should Take This Course

- HR managers and specialists exploring digital transformation
- Talent acquisition professionals seeking smarter recruitment tools
- HR business partners supporting data-driven decision-making
- People analytics teams working with workforce data
- Organizational development professionals leading change initiatives
- IT professionals collaborating closely with HR departments

Enhancing HR Capabilities with Artificial Intelligence Course Outlines

Day 1: Foundations of AI in Human Resources

- Define artificial intelligence and machine learning basics
- Explore the evolution of AI within HR functions
- Identify key AI applications across the employee lifecycle
- Discuss benefits and limitations of AI-driven HR

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- Review real-world case studies of AI adoption
- Assess organizational readiness for AI integration
- Map current HR processes suitable for automation

Day 2: AI in Recruitment and Talent Acquisition

- Apply AI-powered resume screening and shortlisting tools
- Use chatbots for candidate engagement and scheduling
- Explore predictive analytics for candidate success prediction
- Evaluate bias-detection tools in recruitment algorithms
- Practice interpreting AI-generated candidate insights
- Discuss video-interview analysis technologies
- Build a bias-aware recruitment evaluation checklist

Day 3: AI for Performance and Workforce Analytics

- Apply machine learning models to performance tracking
- Use people-analytics dashboards for decision-making
- Explore predictive analytics for employee retention
- Identify early indicators of disengagement and turnover
- Practice building workforce forecasting models
- Discuss real-time feedback tools powered by AI
- Review key performance indicators for AI-driven HR

Day 4: Ethics, Governance, and Data Privacy

- Apply GDPR and data protection principles to HR data
- Identify sources of algorithmic bias in HR systems



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- Discuss transparency and explainability in AI decisions
- Build governance frameworks for responsible AI use
- Evaluate AI vendors using structured assessment criteria
- Practice conducting an AI ethics risk assessment
- Review global standards for AI governance in HR

Day 5: Building an AI Adoption Roadmap

- Design a step-by-step AI adoption roadmap
- Align AI initiatives with organizational HR strategy
- Address change management and employee communication
- Build a training plan for HR staff on new tools
- Develop metrics to measure AI adoption success
- Present individual AI adoption roadmaps to the group
- Review key takeaways and course learnings

Conclusion

By successfully completing the Enhancing HR Capabilities with Artificial Intelligence: A Strategic Training Course, participants will have acquired practical skills to apply AI tools across recruitment, performance management, and workforce planning. Moreover, attendees will understand how to manage ethical risks, protect data privacy, and build a structured roadmap for AI adoption. Gentex Training Center equips HR professionals with these capabilities to lead confident, technology-driven transformation within their organizations.





FAQs

Q1 What is the "Enhancing HR Capabilities with Artificial Intelligence" course about?

This course teaches HR professionals how to integrate artificial intelligence into recruitment, performance management, and workforce planning. Participants learn practical AI applications alongside ethical considerations, enabling them to lead responsible digital transformation within their HR departments.

Q2 What are the key benefits of the "Enhancing HR Capabilities with Artificial Intelligence" course?

Participants gain the ability to streamline recruitment, improve retention forecasting, and make data-driven HR decisions. Additionally, they learn to manage ethical risks and build governance frameworks that support responsible and effective AI adoption.

Q3 What skills will I gain from the "Enhancing HR Capabilities with Artificial Intelligence" course?

Attendees develop skills in AI-driven recruitment, workforce analytics, ethical AI governance, and adoption-roadmap design. These competencies help HR professionals apply intelligent tools confidently while protecting data privacy and reducing algorithmic bias.



Q4 What tools, methods, or standards are covered in the "Enhancing HR Capabilities with Artificial Intelligence" course?

The course covers predictive analytics, AI-powered screening tools, chatbots, people-analytics dashboards, and GDPR data protection standards. These frameworks give participants practical, research-based methods for responsible AI implementation in HR.

Q5 How is the "Enhancing HR Capabilities with Artificial Intelligence" course applied in real-world practice?

Participants apply AI tools directly to recruitment scenarios, performance dashboards, and adoption-planning exercises. This hands-on approach ensures HR professionals can implement AI solutions confidently and responsibly once back in their organizations.